



Department of Health and Human Services/Centers for Disease Control and Prevention

## Global AIDS Program (GAP)

Under the direction of the U.S. Global AIDS Coordinator's Office, the HHS/CDC Global AIDS Program (GAP) is a proud partner in the unified U.S. Government effort to implement the President's Emergency Plan for AIDS Relief. GAP helps resource-constrained countries prevent HIV infection; improve treatment, care, and support for people living with HIV; and build capacity and infrastructure to address the global HIV/AIDS pandemic.

### About Our Work: Private-Public Partnerships and Workplace Programs

#### Workplace programs meet wide range of needs

Countries that have prioritized public-private partnerships receive support from the Centers for Disease Control and Prevention (CDC) to meet their specific needs.

This support includes activities to:

- ◆ educate business, labor and government on HIV/AIDS health, human rights, and economic issues;
- ◆ assist in the design of workplace programs;
- ◆ support advocacy for workplace HIV/AIDS legislation;
- ◆ support the creation of business, labor, and government councils and business coalitions;
- ◆ identify workers' occupational risk for HIV/AIDS and develop interventions to address these risks;
- ◆ help engage the informal work sector;
- ◆ encourage the development of workplace-community linkages.

The HIV/AIDS pandemic reduces productivity in the world's hardest hit nations due to increased absenteeism and shortened working careers. Production costs are rising to cover the increased costs of medical and social benefits, and also the cost of training to replace workers who drop out of the workforce due to HIV/AIDS. In addition, consumer spending is declining as people affected by HIV/AIDS terminate their employment, and those who remain employed are redirecting their spending to HIV/AIDS care and treatment.

Working together, government, business, and labor can reduce some of the economic effects of the pandemic by supporting HIV-infected and -affected workers in their jobs and augmenting community efforts to prevent new infections and care for those already infected.

Many organizations have established guidelines and policies for HIV/AIDS workplace policy. For example, Family Health International's Workplace HIV/AIDS Programs and CDC's *Business Responds to AIDS (BRTA) Manager's Kit* and *Labor Responds to AIDS (LRTA) Labor Leader's Kit* describe comprehensive programs. In addition, the Global Business Coalition on HIV/AIDS is compiling documentation on the best practices of multinational corporations with regards to HIV/AIDS policies and programs.

A non-discriminatory workplace policy is the cornerstone to a workplace HIV program. The components of a comprehensive workplace program include:

- ◆ workplace policy,
- ◆ prevention education messages for managers and employees,
- ◆ family education,
- ◆ care and treatment,
- ◆ community involvement.

The U. S. Government (USG) through the Global AIDS Program (GAP) supports a variety of HIV prevention, care and treatment, and infrastructure and capacity-building activities. Included in these activities are: prevention of mother-to-child transmission, voluntary counseling and testing, HIV surveillance, laboratory support services, and the treatment of opportunistic infections such as tuberculosis.

**In Botswana, the USG.** . . helped develop a toolkit for workplace use, including information such as sample workplace policies, prevention education materials, and information regarding local resources (ongoing).

**In South Africa, the USG.** . . assisted four labor unions to develop HIV/AIDS workplace policies.

Last Updated January 2005

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